

**2013 FCC EEO Public File Report for Charter Communications
12605 - OPS Cheyenne Cnty NE**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 1
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 3

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State NE
FCC Unit 12605 - OPS Cheyenne Cnty NE

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment	
			Source	Number Hired
1205723	Cust Sales & Serv Cntr Rep	Charter.com	1	1
		Indeed.com	1	0
		Simply Hired	1	0
		Direct Employers	0	0
		State Job Board	0	0
1205723 Total			3	1
Grand Total			3	1

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter.com	www.charter.com		Internet Posting	N/A	N	1
State Job Board-NE	www.networks.nebraska.gov		Internet Posting	N/A	N	
Indeed.com	www.indeed.com		Internet Posting	N/A	N	1
Direct Employers Association	www.charter.com	9002 N. Purdue Rd. Ste. 100, Indianapolis, IN 46268	Internet Posting	317-874-9000	N	
SimplyHired	www.simplyhired.com		Internet Posting		N	1

*Charter is a member of the DirectEmployers Association. Though this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions state workforce agencies and job bank(s), and organizations that distributes to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Charter Offices	Ongoing	Supervisors and Managers participated in a variety of training programs designed to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Leadership Connect, Advanced Leadership Connect, Effective Hiring, Performance Management, and Civil Treatment for Managers.
2	Charter Offices	Ongoing	Charter Communications arranged and paid for training for field technicians. Self Assessment and various training opportunities were available for Broadband and System Technicians to enable them to acquire skills that could qualify them for higher level positions.
3			
4			
5			